



Voluntary CSRD (VSME)

# Sustainability Report 2023

Buckdesign B.V.

# Introduction

Buckdesign publishes this sustainability report because we believe in forward-thinking. We aim to contribute to a sustainable economy by combining continuous improvement, innovation, and adaptive capacity with our core activities in the exhibition stand construction industry.

This report follows the guidelines of the **Corporate Sustainability Reporting Directive**, applying the draft guideline for non-listed small and medium-sized enterprises. Our primary goal was to obtain a clear and measurable overview in 2024 of our company's current status in three crucial areas: Environment, Social, and Governance.

We are convinced that the **ESG-criteria** not only support us in operating responsibly but also in realizing our long-term ambition: continuously contributing to a sustainable and circular economy. The measured impact and performance in this report cover the full calendar year 2023. From now on, we commit ourselves to annually report transparently on our impact, achieved results, and concrete progress toward our sustainability objectives.

# About Buckdesign

## Redefining the exhibition stand industry

At Buckdesign, we aim for more than just standard exhibition design. We are a team of creatives who go above and beyond to ensure the best possible results for every project. Our journey began with a powerful idea: combining innovation, responsibility, and excellence to create stands that impress and reduce our environmental impact.



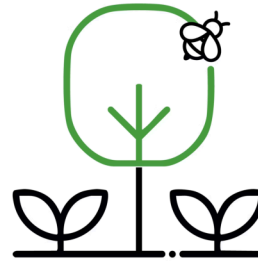
"Together towards a **sustainable world** - this is not just a goal, but our concrete **ambition for the future!**"



## OSPI Network

Buckdesign is an active member of the prestigious OSPI Network - Octanorm Service Partner International. This is the largest and most extensive global network of specialized exhibition stand builders in the world.

- Partners in more than **140 international cities**
- Presence in **more than 40 countries** worldwide
- **Local expertise** with global standards
- Principle: "**Designed here - Built there**"



## Environmentally Conscious Stand Building

At Buckdesign, we combine the design and construction of stands with a proven minimal impact on the climate. We work closely with our clients and offer proactive, customized solutions.

- **Short** lines of communication
- **Excellent** customer service
- Solid reputation as a **reliable partner**
- Guaranteed **quality delivery**



## Circular Future Vision

Circular design and sustainability are at the absolute core of our company philosophy. Together with our clients, we develop innovative environmentally friendly solutions that are both functional and aesthetically excellent.

- **Climate-neutral** exhibition stands
- CO2 minimization **in every phase**
- Compensation via **Pacajai REDD+ program**
- **Future-oriented** sustainability ambition

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# Sustainable Activities



# Sustainable Activities

Prior to publishing this report, we examined where we make a difference for people and the environment and were already undertaking sustainable activities. We linked these sustainable activities to the Sustainable Development Goals (SDG's).

## Environment



66 solar panels on the building.  
Electricity contract for 100% green energy.



Modular stand construction with 90% less waste.  
Maximum application of Reduce-Reuse-Recycle.  
Maximum separation of residual waste.



Trucks run on biodiesel with up to 90% less CO2 emissions.  
Gas-free building.



Compensation via carbon credits from Forliance.

# Sustainable Activities

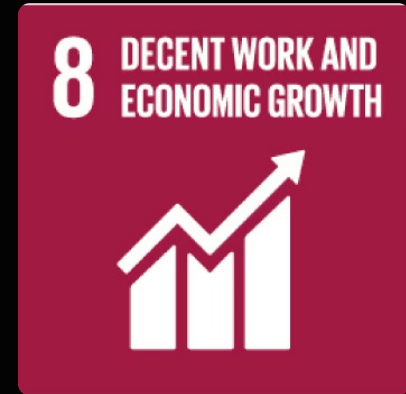
## Social



Promotion of physical and mental vitality of staff, including through work fruit and mental guidance by psychologists.



Training and development of employees.  
Internship guidance.



Sustainable procurement of, among other things, facility products.

# Sustainable Activities

## Governance



Collaboration with suppliers for further material sustainability.



Collaboration in and contribution to the OSPI network of international exhibition stand construction.





# Buckdesign Sustainability Policy

- The best way to design is by starting the process with the **end goal in mind**.
- An exhibition stand is only in use for a few days, which can lead to large quantities of single-use items. To limit this, we adhere to the principles of "**Reduce-Reuse-Recycle**".
- We reduce the use of single-use items by opting for **modular, reusable systems** for flooring, construction, and counters.
- We choose products made from **recycled** and **recyclable materials** when available.
- We **rent our furniture** and most AV systems so that they are maximally (re)used during their lifespan.
- We can design with **reusability in mind**; for future trade shows or at the client's headquarters.
- We **reduce CO2** caused by transport through critical decision-making.

"At Buckdesign, we have committed ourselves to continuous improvement in sustainability."

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# Stakeholders



# Stakeholders

We **create value** together with and for our stakeholders. We clearly map our key stakeholders, with whom we are in direct contact, so that they are actively **involved** in our sustainable activities.

→ Freelancers

→ Employees

→ Shareholders

→ Financial institutions

→ Suppliers

→ Customers

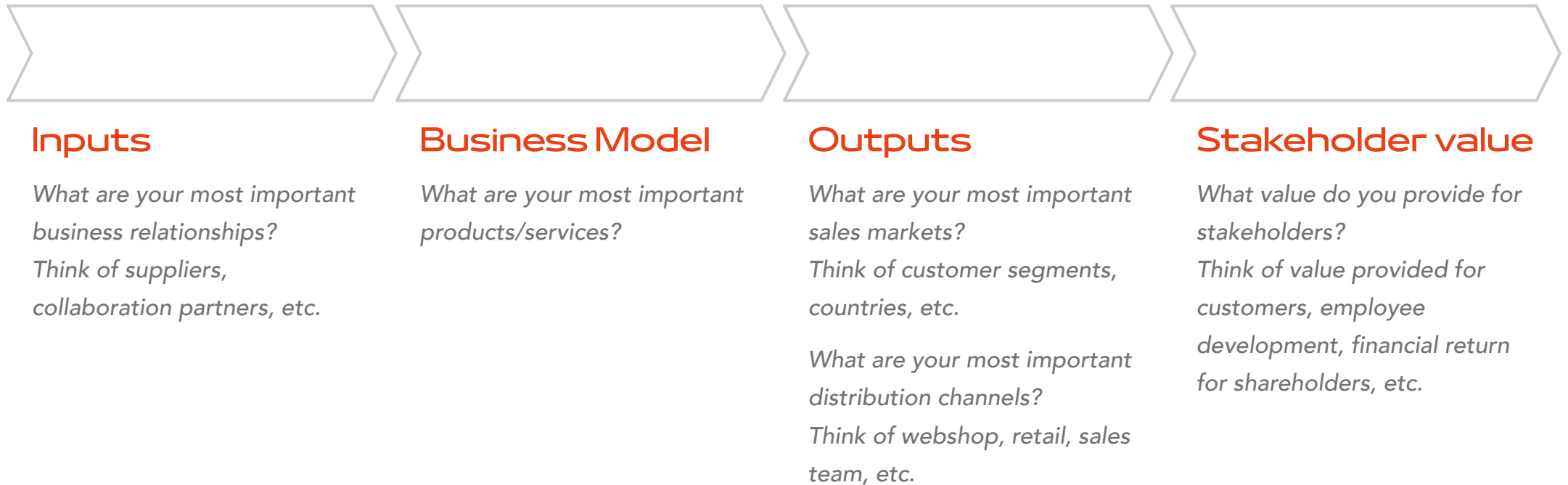
→ Educational  
institutions

→ Governments

→ Industry  
organizations



# Strategy and Business Model





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# Material Topics

# Alignment of Voluntary with Mandatory CSRD

	Mandatory CSRD Main Themes	Voluntary CSRD Themes
E	Climate Change (E1)	B3 Energy and Greenhouse Gases
	Pollution (E2)	B4 Air, Water, and Soil Pollution
	Water & Marine Resources (E3)	B6 Water
	Biodiversity & Ecosystems (E4)	B5 Biodiversity
	Circular Economy (E5)	B7 Material Usage, Circular Economy and Waste Management
S	Own Workforce (S1)	B8 General Characteristics of Employees
		B9 Employee Health and Safety
		B10 Remuneration, Collective Bargaining and Training
G	Business Conduct (G1)	B11 Accusations and Fines for Corruption and Bribery

\*for mandatory CSRD, there is a further breakdown into sub-themes and sub-sub-themes.

# Buckdesign Impact

Themes	Selected?
Environment	
B3 Energy and Greenhouse Gases	Yes
B4 Air, Water, and Soil Pollution	No
B5 Biodiversity	No
B6 Water	No
B7 Material Usage, Circular Economy and Waste Management	Yes
Social	
B8 General Characteristics of Employees	Yes
B9 Employee Health and Safety	Yes
B10 Remuneration, Collective Bargaining and Training	Yes
Governance	
B11 Accusations and Fines for Corruption and Bribery	Yes



# Material Topics

We have defined our material topics so that we know which subjects we report on.

Material Topic	Impact Materiality	Financial Materiality
B3 Energy and Greenhouse Gases	High	High
B7 Material Usage, Circular Economy and Waste Management	High	High
B8 General Characteristics of our Employees	High	High
B9 Employee Health and Safety	High	High
B10 Remuneration, Collective Bargaining and Training	High	High
B11 Accusations and Fines for Corruption and Bribery	High	High

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# Environment



## Environment

# Material Topics for Environment

We report on the following topics:

“

### Energy and Greenhouse Gases

Energy consumption and the associated CO2 emissions influence climate change. We accurately monitor our energy consumption and related CO2 emissions.

”

“

### Material Usage, Circularity and Waste

We aim to contribute to a circular economy, and our material usage impacts the environment. Increasing scarcity of materials has a (potential) financial impact on us.

”

# Energy Consumption

	Your Consumption	Unit
<b>Purchased Electricity</b>		
What is your electricity consumption (kWh) from your electricity supplier?	58147	kWh
What % of electricity comes from renewable sources?		%
<b>Generated Electricity</b>		
How much kWh of solar energy do you produce?	17 292	kWh
How much kWh of wind energy do you produce?	-	kWh
How much kWh have you fed back into the grid?	3433	kWh

\*See next page for further calculations.

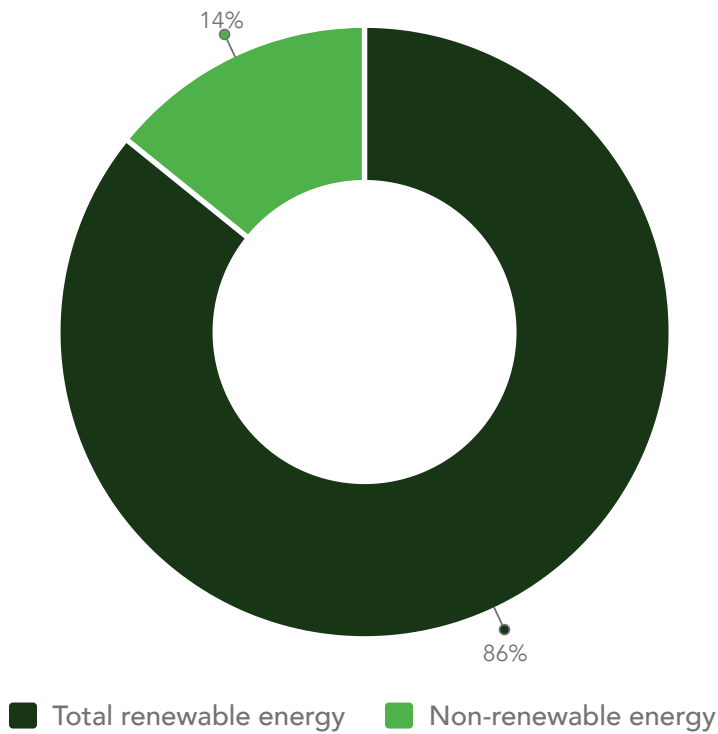


# Energy Consumption

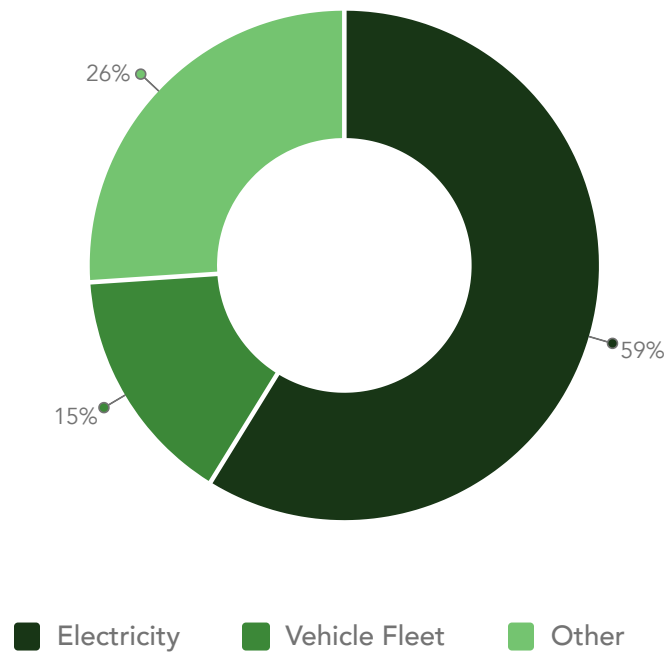
	Your Consumption	Unit
<b>Gas</b>		
What is your gas consumption (m3)?		m3
<b>Heat consumption from district heating</b>		
What is your heat consumption (GJ)?		GJ
What % of heat comes from renewable sources (see heat label from energy supplier)?		%
What is the kg CO2 emission per delivered GJ (see heat label from energy supplier)?		Kg CO2 / GJ
<b>Vehicle Fleet</b>		
How many liters of diesel does your vehicle fleet consume?	3219	L
How many liters of gasoline does your vehicle fleet consume?	1664	L
How many liters of LPG does your vehicle fleet consume?	-	L
How many kWh does your vehicle fleet consume from charging station providers (e.g., FastNed)?	2823	L

# Energy

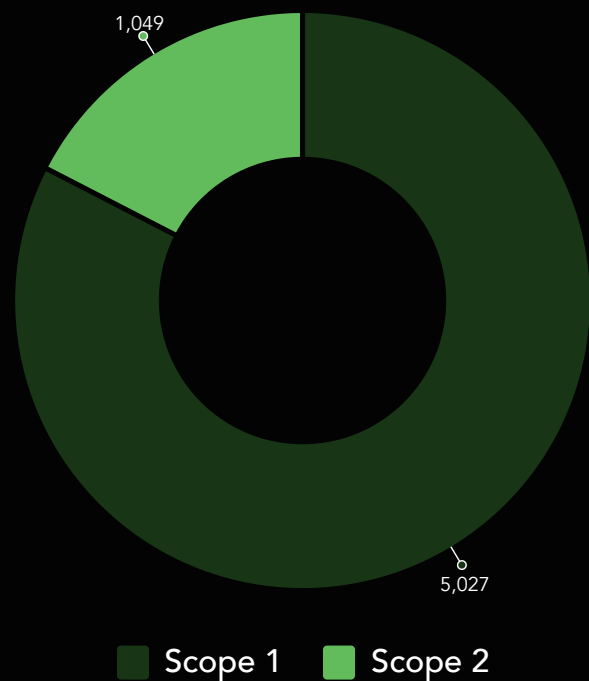
86% renewable energy, 14% non-renewable energy.



59% electricity, 26% biodiesel and 15% gasoline.



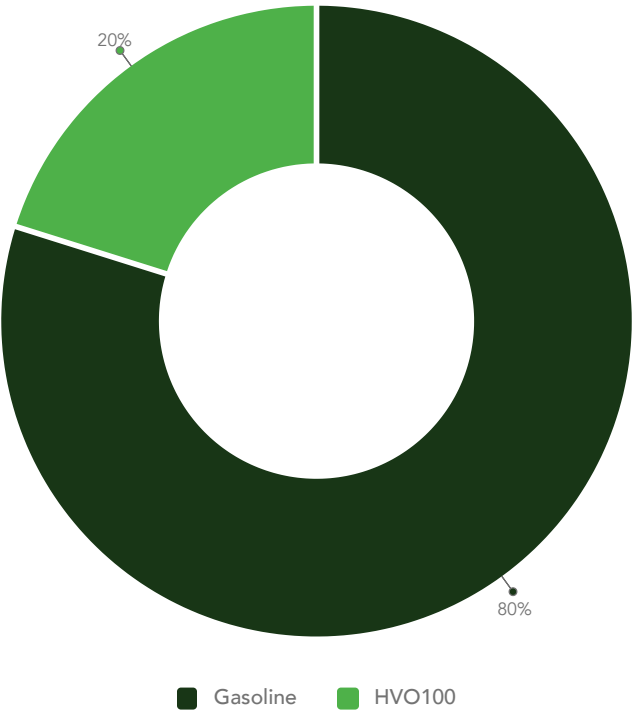
# Scope 1 and 2 Greenhouse Gas Emissions



Scope 1 & 2 emissions kg CO2e	kg CO2e	%
Scope 1	5027	83
Scope 2	1049	17
Total	6077	100

# Scope 1 and 2 Greenhouse Gas Emissions Continued

80% gasoline, 20% HVO100.

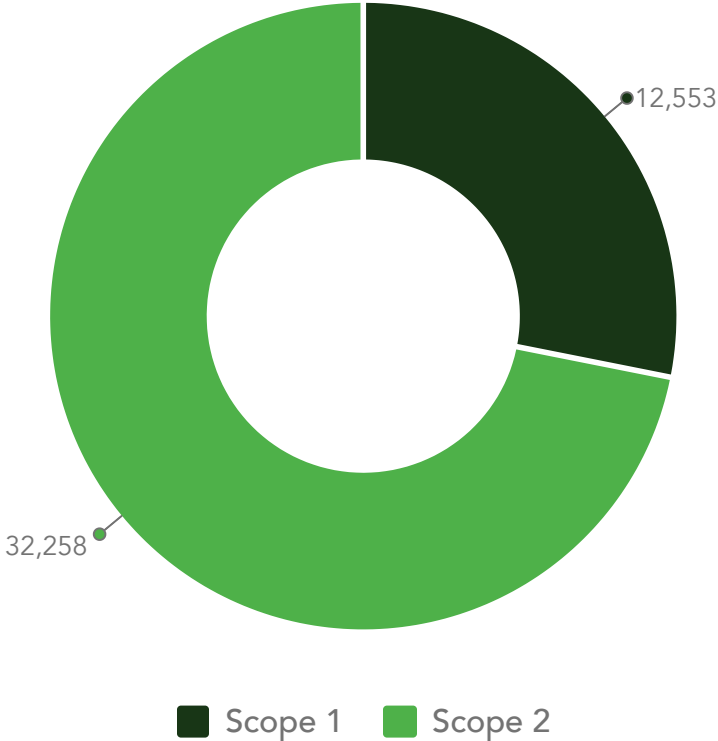




# For Comparison:

What if no sustainable energy were used? 38,735kg **more emissions!**

Scope 1 & 2 emissions kg CO2e	kg CO2e	%
Scope 1	12.553	28%
Scope 2	32.258	72%
Total	44.812	100%



# Waste/Circularity

## B7 Material Usage, Circular Economy and Waste Management

Questions about your material usage	Tons (1 ton = 1000 kg)
What was the total weight of all materials in your products and associated packaging in the last reporting year?	4 Ton
What was the total weight of recycled materials in your products and associated packaging in the last reporting year?	4156 Ton
What was the difference, expressed as a percentage, between the total weight of recycled materials in your products and associated packaging and the total weight of all materials in your products and associated packaging?	3.9%





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# Social

Social

# Material Topics for Social

We report on the following topics:

## General Characteristics of Our Employees

We take our responsibility for our employees seriously and map the general characteristics of our workforce.

## Health and Safety of Our Employees

A healthy and safe work environment is of great importance. We carefully monitor work-related incidents and sick leave.

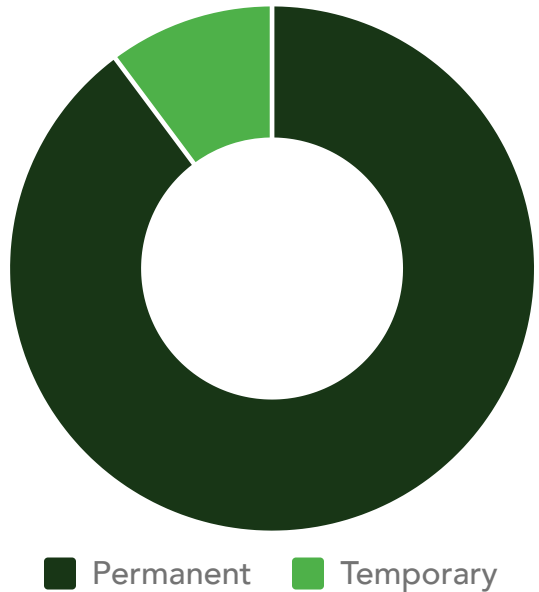
## Remuneration, Collective Labor Agreements and Training

A living wage and adequate training are part of good employment practices. We map the remuneration and training hours of our employees.

# Personnel



Temporary and permanent contracts.



Male and female employees.





# Health and Safety

We want to create a healthy and safe work environment for our employees.

Explanation of the importance of employee health and safety for Buckdesign and what policies exist to ensure this and what policies exist in case of work-related sick leave/incidents.

## 2023 Work-Related Incidents and Sick Leave

Work-related incidents	0
Sick leave due to work-related injuries and work-related health problems	0
Ratio of work-related incidents	0

\*The ratio of work-related incidents is calculated per 100 employees per year as follows: number of work-related incidents / total number of hours worked per year by all employees x 200,000. This leads to the following calculation: 1/ (FTE X 2,000 hours) x 200,000 = ratio.

# Remuneration

We want to contribute to a living wage and fair working conditions. Therefore, we report below on the salaries we pay and the training we provide to employees. At SWO we reward employees with a salary that is [lower/higher/equal] [than/to] the legal minimum wage. We pay our male employees on average X% more/less per hour than our female employees.

Explanation of the difference in remuneration between men/women.

## 2023 Lowest Salary Relative to Minimum Wage

Gross salary of the lowest-paid employee	2100,-
Legal minimum wage	1995,-
Ratio of starting salary relative to minimum wage	1,05

## 2023 Difference in Remuneration

Average remuneration per hour for male employees	23,31
Average remuneration per hour for female employees	19,05
Percentage expressing the difference in remuneration between male and female employees	18%

# Collective Labor Agreements

Explanation.

## 2023 Collective Labor Agreements

Employees covered by collective labor agreements	8,6 FTE (10 personen)
Employees not covered by collective labor agreements	0
Percentage of employees covered by collective labor agreements	100%

Note: entered data is fictitious

# Training

We train our male employees on average X% more/less per year than our female employees.

Explanation

## 2024 Training Differences

Average number of training hours for male employees	
Average number of training hours for female employees	
Percentage expressing the difference in training hours between male and female employees	

Note: entered data is fictitious

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# Governance





## Governance

# Material Topics for Governance

We report on the following topic:

“

### Allegations and Fines for Bribery and Corruption

We place great value on honest relationships with our business partners. To our knowledge, we were not accused of corruption and bribery in 2023, nor did we receive any fines for such practices.

”



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# Sustainable Ambitions

# Our **Sustainable** Ambitions Towards 2030

- ☐ Replace passenger cars with EVs
- ☐ Electrify trucks as soon as there is a business case
- ☐ Expand solar panels from 66 to 200 panels
- ☐ Investigate battery storage
- ☐ Investigate solar water heater
- ☐ Investigate wind turbines or mini turbines
- ☐ Automate roller doors for heat savings
- ☐ Support energy cooperative
- ☐ Make outdoor space greener and more biodiverse
- **Place bee colony**
- ☐ Stimulate cardboard reuse
- ☐ Create smaller waste stations to lower the threshold for waste separation
- ☐ Inspiration sessions to develop and train staff
- ☐ Stimulate innovation for chemical recycling of plastic fabrics
- ☐ Proactively offer collective training
- ☐ Sharpen purchasing criteria
- ☐ Further develop and support OSPI network



# Buckdesign Appendix



# Appendix

Introduction: SHWJ used the VSME, specifically the basic module, to prepare this sustainability report.

See:

<https://www.efrag.org/sites/default/files/sites/webpublishing/SiteAssets/VSME%20ED%20January%202024.pdf>

